

ICSEW's Annual Transition Meeting

By Joyce Norris

On Tuesday, July 8, 2003 the ICSEW held its annual transition meeting. We bid farewell to several members whose terms had expired and welcomed several new members.

The new members are Terry Parker, Secretary of State's Office; Cindy Craig, Department of Personnel; Gina Maynard, Washington State Lottery; Debbie Kettelhut, Department of Veteran's Affairs; Lee Anne Velez, Higher Education Coordinating Board; Joanne McDaniel, Department of Labor and Industries; and Debbie Ralph, Human Rights Commission.

Rose Pelegrin presented outgoing Chair Annykay Melendez with a corsage, framed certificate, and an engraved vase in recognition of her serving as the ICSEW Chair for the past two years. Annykay recognized Shirley Mott, Wendy Sue Wheeler, Dianna Gifford, Jane Berube, and Marilyn Hanna for their outstanding attitudes and commitment to the ICSEW. They received shadow boxes with certificates acknowledging their accomplishments.

Rose Pelegrin, Vice Chair; Micheal Eastin, Executive Secretary; Vicki Meyer, Education Chair; Julia Ojard, Promotional and Career Opportunities Chair; Lonnie Peterson, Communications Chair; Vicki

Rummig, Health and Wellness Chair; Mary Briggs, Historian; Pat Delaney, Conference Chair; and Joyce Norris, Membership and Take Our Daughters and Sons to Work Day Chair were recognized as members of the Executive Board and were presented engraved plaques that cited the committees they chair and their years of service.

It was announced that Vicki Rummig of the Office of Financial Management was appointed by the Governor to serve as the ICSEW's new Chair. Vicki outlined her goals and expectations for the members for the coming year. A summary of her vision can be found on the ICSEW website at <http://icsew.wa.gov/meetings/200307newchair.doc>.

Karen Campbell from the Governor's Office read a greeting to the group on behalf of Governor Gary Locke and provided an update on what is happening in the Governor's Office. Jim This from the Paragon Consulting Group made a presentation on mentoring and Sharon Whitehead from the Department of Personnel gave an update on the Personnel System Reform Act.

The day ended with committee breakout sessions that welcomed new members and provided a lot of lively discussion on the events of the coming year.

Notes From the ICSEW Chair...



By Vicki Rummig

On Tuesday, July 8, 2003 I accepted the position of the ICSEW Chair and provided my vision for the committee at the transition meeting. I shared a vision of enabling the ICSEW members and state employed women to improve their lives, personally and professionally; as well as guiding the ICSEW to play a more proactive role in understanding and communicating to policy makers our views on the issues women face in employment today. I should emphasize that the purpose of the ICSEW is to represent all state employed women.

The ICSEW is a representative committee looking out for your best interest. I want to recognize that many of the issues women face today, men face as well (for example, family and dependent care) and do not wish to exclude them in our representation on these issues. As the new Chair, I look forward to an exciting year ahead.

The ICSEW will be jumping right into committee process improvements and standards at our September 9, 2003 meeting. Plans for this meeting include voting on proposed by-law amendments, establishing meeting guidelines, and having a discussion of what it means to be an ICSEW Agency Representative with members sharing best practices on how representation happens in the various agencies. Once the committee work is done, the subcommittees will begin work on their business plans. The consolidated ICSEW-wide business plan will be provided to the Governor's Office and made public via the ICSEW website at <http://icsew.wa.gov> by September 30, 2003.

The ICSEW will be working toward updating and expanding availability of the ICSEW materials and information through the website under the supervision of Communications Chair, Lonnie Peterson (Department of Health). This is possible in part by the addition of two web coordinators: Sheryl Gaskell (Department of Ecology) and Elizabeth Shay (Department of

Corrections) to help in upkeep and maintenance. The Department of Information Services (DIS) will be placing relevant links on <http://inside.wa.gov> to increase visibility and access to ICSEW events and materials.

Other efforts this year will include cataloguing and organizing our historical archives. We found that some items are missing from the archives including past InterActs, member rosters, board rosters, business plans, and annual reports. Kim Starkey (DIS), ICSEW Historian, will be sending a call to all past ICSEW members to help replace missing items once we have catalogued what we have and determine what is missing.

Also on the horizon is the return of the Networking Guide. Mary Briggs (General Administration), Membership Chair, has indicated her intent to return to this expanded roster of the ICSEW members that focuses not only on each member's relationship and appointment to the ICSEW, but provides additional information on each member that will provide better networking opportunities for all.

Finally, I have committed to providing updates on the ICSEW in each InterAct. I will be incorporating more news on our other subcommittees as space and time permit. The other subcommittees that you will hear from me in the future on include: Promotional and Career Opportunities, Julia Ojard (Washington Utilities and Transportation Commission); Conference, Pat Delaney (Department of Labor and Industries); Communications, Lonnie Peterson (Department of Health); Education, Vicki Meyer (Office of the Insurance Commissioner); and Health and Wellness, Debbie Kettelhut (Department of Veteran's Affairs).

The committee looks forward to an exciting year ahead. We encourage all state employees to visit the website often, keep your eyes open for trainings, and contact your agency representative if there is an issue you or your agency faces that the ICSEW may be able to provide research or information on. This is "your" committee, we represent "you!"

2004 ICSEW Conference Information

The Conference Committee visited the Quinault Beach Resort, the setting for the 2004 ICSEW Conference. The rooms and the setting are gorgeous and the committee is getting excited as they finalize conference speakers. The theme of the conference, "The Culture Within Us," has caused them to think outside of the usual conference venue and their choices have been difficult. Registration will begin in November 2003. Please remember to mark your calendars for May 17 - 19, 2004. Don't miss out on this experience!





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<http://icsew.wa.gov>

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Take Our Daughters and Sons to Work Day Vacant

Achieving Balance - One Small Change At A Time

The Health and Wellness Subcommittee is proud to present the second in a series of articles on balancing work and family life. The final article will be printed in the November/December 2003 edition of the InterAct.

Found At WorkingMomMall.com

To alter a famous saying, "The road to balance is paved with good intentions." How many times have you thought to yourself, "I've got to clear up this clutter?" Or, "I've got to stop bringing work home every night?" If we think about it, the problem is not in being able to identify a laundry list of things we could do to make things saner and simpler. The challenge is in making it happen.

This chasm between the old way

and the desired new way can be difficult to bridge. Maybe it is because our laundry list of changes is too long and overwhelming. Instead of focusing on the things you'd like to do differently, start with one small change.

The following are simple ideas for inspiration. Pick one of these or identify one of your own.

Once you've made one change let the momentum take over and focus on one more. Savor the enjoyment these small changes can give.

- Change into comfortable clothes when you get home from work.
- Don't open the mail until you've greeted everyone in the house.
- Turn off the radio when you're driving with your kids in the car. Talk with them.

• Give your spouse a hug and kiss before leaving every morning. Give them another when you get home.

- Take a walk with a friend.
- Pack the kids's lunches the night before. If they're old enough, turn the task over to them.
- Sit down at the dinner table.
- Choose the photo development option that dates your pictures.
- Take a nap.
- Only bring work home when it's an absolute must.
- Go to bed at 9:00 pm one night this week.

Next time: "Finding Balance."

Article re-printed with permission.

-Submitted by Vicki Rummig

History of the ICSEW, 1963-1977: A Compilation of Previous Reports

The History Subcommittee is proud to present the first in a series of articles on the history of the ICSEW. The next article will be printed in the November/December 2003 edition of the InterAct.

By Mary Briggs

The Interagency Committee of State Employed Women (ICSEW) began in the 1960s with a national effort to achieve equality of legal rights and economic opportunities. President John F. Kennedy's great concern for the welfare of women in the United States was demonstrated by his efforts to improve their status by conducting a nation-wide survey and establishing a National Commission on the Status of Women in 1963.

That same year, Governor Albert D. Rosellini responded by appointing a commission for Washington State - the second in the nation to be appointed for the purpose of improving the status of women. Every woman's group in the state helped to plan the Washington State Commission on the Status of Women.

The 29 women and men of the commission were business and community leaders. Of interest was the role of women in industry and professions in the public and private sectors. They were appointed by the Governor on a volunteer basis and they had no budget. However, Governor Rosellini's commission was the first in the nation

to publish a report on their activities.

As background for the report, the commission reviewed employment policies and practices in city, county, state, federal, and private employment; state labor laws; the legal rights of women in Washington State; and the impact of federal Social Security and income tax laws. They also included the problems of the employed woman and her family, and the availability of educational opportunities.

The commission held a series of 12 public meetings and investigated women's issues. They found some attitudes, customs, and practices that unjustly affected the employment status of women, and a few cases where men and women were not equal under state law. They also found there was a great need for women, as well as industry, to accept that they were in the labor force to stay (many as sole wage earners of the family) and for women to use their capabilities and talents as full-time, permanent employees.

In response to the commission's recommendations, the Governor issued an Executive Order requiring that all forms of discrimination against women in state employment be eliminated and requiring all firms doing business with the state (either by bid or contract) to cease any discrimination in hiring, job opportunities, etc.

Governor Dan Evans reorganized the commission when he took office in 1965 and again in 1968. On October

19, 1970 Governor Evans established the Washington State Interagency Committee on the Status of Women. The first task of this thirteen-member committee was to evaluate the state's response to the recommendations in the 1963 commission report and make further recommendations for change.

In 1971, the original commission was dissolved and Governor Evans created the Washington State Women's Council by Executive Order (WSWC). The WSWC was authorized to serve as a resource for the council, review practices in state government, and suggest or promote laws, rules, and policies that would advance opportunities for women in state government.

The council conducted two upward mobility studies: a survey of 1100 women and an update study of 500 women to determine interests and training needs. Throughout the 1970s, WSWC representatives supported women's issues by reviewing and evaluating legislation, publishing and circulating a monthly newsletter, supporting the comparable worth concept, and encouraging educational and training opportunities for women. In 1975, the WSWC brought about amendments on maternity leave and the use of sick leave for emergency child care.

Next time: "History of the ICSEW: 1977-1994."



Spotlight Article ICSEW Education Committee

By Jeralyn Faulhaber

The Interagency Committee of State Employed Women's (ICSEW) Education Subcommittee coordinates and provides unique training opportunities to state employed women, assists with community activities to aide women in state government, and researches and makes recommendations to the ICSEW on legislation that directly impacts or affects women.

Over the last year, the Education Subcommittee has provided training opportunities to over 290 individuals. The training classes offered include: beginning, intermediate, and advanced self-defense; domestic violence; communication; transition; and self esteem. The subcommittee is planning to offer future self-defense classes in Yakima.

The subcommittee worked closely with DSHS WorkFirst Program staff to gather clothing for those less fortunate entering or re-entering the work force. As a result, DSHS had to secure a large warehouse to receive and store the donated items that amounted to over 3200 pounds of clothing!

In the future, the subcommittee would like to offer additional classes in self-defense in various locations around the state. The subcommittee will also be adding Kathy Bote' to their group of instructors. Kathy is a

dynamic communicator and travels all over the United States to present her trainings.

The subcommittee will be participating in another clothing drive in October and November 2003 for the WorkFirst Program in conjunction with the Domestic Violence Workshop. They are looking forward to another successful drive.

The Education Subcommittee consists of Sherri Clarke (Parks and Recreation), Dianna Gifford (Department of Natural Resources), Ann McCay (Services for the Blind), Diane Moye (Department of Financial Institutions), and Wendy Sue Wheeler (Department of Agriculture).

Vicki Meyer (Office of the Insurance Commissioner) is the Education Subcommittee Chair and has been with the ICSEW for two years. When asked about her subcommittee, she says, "Without their dedication, support, and hard work, the challenges we faced would not have been met. They deserve a big thank you!"

Vicki went on to say, "I think my favorite thing about leading this committee is the camaraderie. We work well together in an effort to serve our fellow state employees and our community to make it a better and safer place to live and work."

ICSEW Training Information

September 11, 2003 - "Succeeding in Times of Drastic Change" seminar by Kathy Bote'. Cost is \$99 and payment is due prior to the seminar. Seminar held in Olympia, Washington.

September 15, 2003 - Beginning Self-Defense training by Clan Jacobs. Cost is \$30. Training held in Yakima, Washington.

September 15, 2003 - Intermediate Self-Defense training by Clan Jacobs. Cost is \$30. Training held in Yakima, Washington.

For more information on upcoming trainings, visit the ICSEW website at <http://icsew.wa.gov>.

Combined Fund Drive Campaign

The Combined Fund Drive (CFD) is preparing for its 19th annual employee and retiree charitable giving program kickoff in Washington State. The campaign runs from September 15 - October 31, 2003.

Washington State's CFD program is the most successful state-run charitable giving program for its size in the nation. In the 2002 campaign alone, \$4.78 million was donated to local, national, and international charities. Governor Locke encourages employees to meet this year's goal of \$5 million.

For more information on the CFD campaign, contact Randy Ryan, Program Manager, at (360) 664-1995 or visit <http://hr.dop.wa.gov/cfd>.

Women Leaders in State Government Dr. Terry Bergeson, OSPI

The Communications Subcommittee is proud to present the first in a series of articles on women leaders in state government. The next article will be printed in the November/December 2003 edition of the InterAct.

By Lonnie Peterson

Dr. Terry Bergeson, State Superintendent of Public Instruction, has spent her career committed to the education of children in Washington State. She has been with the Office of Superintendent of Public Instruction (OSPI) for six-and-a-half years.

OSPI is very committed to supporting student success and has included that as a priority in their 2002-2007 Strategic Plan. In preparation, OSPI is helping schools improve by conducting assessments, making assessment results accessible and user-friendly, and securing resources. Dr. Bergeson says, "We need to find and focus resources - money, people, and skills - on the best practices for kids. We need to be honest in a caring and useful way."

She believes that her staff play a large role in making this a success. She says, "This summer I have gotten great feedback on how helpful and smart my staff are. People want our help. That marks a wonderful change."

As a woman leader in state government, Dr. Bergeson realizes she is

viewed as a role model for women and girls in education, and she takes that very seriously. She says, "I try to combine the authority and power of a state-



Dr. Terry Bergeson
State Superintendent
of Public Instruction

elected official with empowerment strategies for women and girls as we build a new and better public school system. I try to model skills, effective activism, integrity, and inclusiveness to the best of my ability."

In a time of budget cuts and a poor economy, Dr. Bergeson helps her staff get through tough times by fighting for them and being accessible when they have concerns.

Her "hall meetings" are well known and allow OSPI staff to hear information directly and informally from her in an environment "where they can challenge, absorb, sense the truth."

The values that guide Dr. Bergeson's decisions as the head of a state agency are trust, justice, and education. She says, "I try to pursue excellence and equity by listening, learning, and taking the best action that I can. I love people and life in general. So, it's a lot of fun to do my job."

Connecting to Diversity Through Literature

By Lee Anne Velez

The buzz of local diversity can easily be recognized in Sherman Alexie's The Toughest Indian in the World. The compilation of short stories seizes you from the beginning with *Assimilation* ending in *John Wayne*; and in some cases, lets you down because the story is over. But not over in afterthought.

If you've latched on to the fear that's dispersed nationwide because of television media, and need a way to get connected in the literature world, especially locally, this book may be it. However, if subtle hints of inequalities or any other liberal topic (such as sexuality) are what you prefer, this book may not be your best answer.

In fact, my personal favorite was

Saint Junior because of its straightforwardness of racist inequalities in the real world. As an advocate of higher education, Mr. Alexie illustrates the disparities of access to higher education and really gives insight to those who have been unaware of such true and unavoidable realities.

The same goes for the whole range of ideas expressed in this book - from sexuality, marriage, family, and tradition to downright respect. And that's probably the point of engaging ourselves in what is outside our comfort zones and continuing to educate those that are uneducated in any sort of diverse matter; because the reality is, diversity is unavoidable in our ever-changing world.

Open Enrollment For the GET Program

Today, the cost of four years tuition, room and board, and books at a Washington State public college or university is approximately \$60,000. In 18 years, The College Board estimates costs could rise to nearly \$120,000.

To help Washington families, the state's Guaranteed Education Tuition (GET) Program allows families to purchase college tuition units today for use up to 18 years in the future. GET accounts are 100 percent guaranteed by the state, offer families flexible purchase plans, can be transferred among family members, and the increased value of the accounts is tax exempt when used for eligible tuition expenses. One hundred units equal one year's tuition and state-mandated fees at the most expensive public university in Washington.

The enrollment period for this year begins September 15. Families can

enroll only through March 31, 2004 at this year's unit price of \$57.

Families can purchase as little as one unit or up to 500 units per student. Purchases can be made in a lump sum or through a custom monthly payment plan set up according to the family's needs. Enrollment forms are available by calling 1-877-GET-TUIT or online at www.get.wa.gov.

Washington's GET Program is available through payroll deduction for state employees.

"All children deserve the opportunity to pursue their dreams," said Governor Locke. "The GET Program gives Washington families a simple, safe, and affordable way to save for their children's college education."

The GET Program is administered by the Washington State Higher Education Coordinating Board.

-Submitted by Jacqueline Molique

Give Yourself A Career Makeover

People tend to think of makeovers as "before and after" photos found in lifestyle magazines. But a career makeover isn't just about appearances and it doesn't happen overnight. It takes time to realize your full potential.

A career makeover begins with your commitment to actively develop your talents. It also requires re-examining your ambitions. For example, if achieving a better work/life balance is your objective, you may prefer a flexible schedule over the raise or promotion you sought last year.

Developing an action plan is an integral part of the process. Think carefully about the following questions: What roles have I outgrown in my current position and what new ones would I like to develop? What do I want my next career move to be, and what is preventing me from getting there? Which skills do my manager and company regard as indispensable and how many of these skills do I possess?

There are five focus areas that can set you apart as a star player in the administrative field:

1. Enhance your communication skills. Learn to represent your manager during meetings or conference calls. Stay informed about her priorities so that you can communicate relevant points on her behalf, and also report back to her with an accurate synopsis of what was said.

2. Expand your knowledge base. Managers want not only technical experts but also detectives. This may include finding supporting statistics for a presentation or conducting industry research.

3. Become more versatile. Develop your ability to readily take on new responsibilities and shift gears on a moment's notice. Be an innovator by offering new ideas to your boss.

4. Polish your professional image. Although dressing professionally garners respect from others, image involves much more than appearance. It also includes how effectively you build rapport with others and how adept you are at handling challenges.

5. Build your accountability. You may not own your company, but that doesn't mean you can't view projects, schedules, and deadlines from a stakeholder's perspective. When you think and act like an owner you consider not just the short-term results of your contributions, but also the long-term impact of your activities.

By continually enhancing your communication, knowledge, image, versatility, and accountability skills, you'll be taking a proactive approach to career development. Those who anticipate change and prepare for it stand to benefit the most professionally.

-Submitted by Julia Ojard

The Health Danger Under Your Desk

Sitting at your desk for hours on end puts you at risk for more than just boredom. If, like many women, you are prone to developing blood clots, holding the same position for too long can lead to deep vein thrombosis (DVT), a potentially deadly disorder that occurs in up to two million people each year.

Blood circulation slows when your leg muscles relax, which allows tiny clots to form in veins deep in the leg and pelvis. This can also occur in your arms. "These clots can grow if your blood is apt to clot due to pregnancy, obesity, smoking, or genetics," says Samuel Z. Goldhaber, MD, DVT expert, at Harvard's Brigham and Women's Hospital, Boston, Massachusetts. (Other risks: hormone replacement therapy and birth control pills.)

"Walking around or simply flexing your calf muscles every hour to encourage circulation makes it more unlikely that clots will form," says Dr. Goldhaber. If you think you are at high risk for DVT, your doctor can determine this with a series of blood tests and prescribe medication to prevent

clotting. Testing for C-reactive protein - a marker for inflammation - can tell you and your doctor whether you have inflammation simmering in your body. This is a relatively inexpensive test, but still is not routinely ordered.

Scientists are now learning that chronic, low-level inflammation may account for more heart attacks than high cholesterol. How do you reduce this inflammation? Take care of your teeth and gums, eat a healthy diet, exercise, lose weight, and don't smoke. If those are not successful, talk to your doctor about taking aspirin or statin drugs.

If you notice unusual swelling in your hands, arms, or legs that continues to worsen, seek medical attention immediately. Tell your doctor or emergency room attendant that you think you may have a blood clot. The only way to determine this is by an ultrasound on your vein or artery. If larger clots travel to the heart and lungs, they might cause a pulmonary embolism, which kills 60,000 people each year.

-Submitted by Julia Ojard

Try, Try Again (and Again)

When you've attempted something and failed to achieve it, then made another attempt and failed yet again, and then failed even one more time, it can indeed be overwhelming and disheartening. It is at that point, however, where persistence is truly golden. Because each disappointment you experience not only brings you more knowledge of what works and what doesn't, it also serves as a powerful reminder of why you truly desire to succeed.

It would be a shame to waste all that motivation and knowledge. Experience the power of your disappointment, direct it toward persistence, and make it a force that will move you along.


The time and effort you have invested has already begun to pay off, even though the results so far have been dis-

appointing. You certainly don't want to walk away from that investment before you're able to reap its rewards.

Persist. Keep up the effort for as long as it takes. You are making positive progress. You are moving in the direction of your goals. Use what you've learned, use what you've experienced. Adjust course a little if necessary. Keep on moving, regardless of what has happened before. With persistence, you will surely get where you intended to go.

Moving ahead is infinitely better than falling behind. There is nothing that can prevent you from pointing your life in a positive direction right this very moment. Do it now and for every moment to come.

-Submitted by Shirley Mott

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